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IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF WASHINGTON

ANDREW M. RICHMOND, a
Washington Resident,

Plaintiff,

SPOKANE COUNTY, a Washington State County

Defendant.

No. 2:21-cv-00129-SMJ

PLAINTIFF'S TRIAL AND WITNESS EXHIBIT LIST

1
2 Pursuant to the Court's Jury Trial Scheduling Order, ECF No. 70, Plaintiff,
3 through their attorneys of record, identifies the following list of trial witnesses and
4 exhibits. Plaintiff reserves the right to (1) supplement this list based on Defendant's
5 disclosures, (2) use any exhibits or witnesses identified on the Defendant's list, and (3)
6 supplement this list as appropriate. Plaintiff also reserves the right to display visual and
7 illustrative/demonstrative materials to aid the jury in understanding the testimony.
8 Plaintiff also reserves the right to offer rebuttal exhibits and witnesses, to withdraw
9 exhibits, and to use impeachment exhibits and witnesses or exhibits to refresh witness
10 recollection.

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EXHIBITS

Exhibit Number	Description
1	KHQ News Article Deputy talks man of Monroe Street Bridge SC_Richmond 003712-003713
2	Resolution executing SCSO SCBA SC_Richmond 049312
3	SCSO Member Complaint Notifications for IA 2019-0014 SC_Richmond 048055-048080
4	Internal Affairs ("IA") interview transcript Tyler Kullman SC_Richmond 047978-047998
5	IA audio recorded interview Tyler Kullman SC_Richmond 063184

1	6	IA interview transcript Randy Watts SC_Richmond 048517-048531
2	7	IA audio recorded interview Randy Watts SC_Richmond 063181
3	8	IA interview transcript Jeffrey Thurman SC_Richmond 048487-048498
4	9	IA video recorded interview Jeffrey Thurman SC_Richmond 063196
5	10	IA interview transcript Veronica Van Patten SC_Richmond 048504-048516
6	11	IA video recorded interview Veronica Van Patten SC_Richmond 063178
7	12	IA interview transcript Andrew Richmond SC_Richmond 048378-048401
8	13	IA audio recorded interview Andrew Richmond SC_Richmond 049449
9	14	IA interview transcript Andrew Richmond SC_Richmond 048406-048419
10	15	IA video recorded interview Andrew Richmond SC_Richmond 063177
11	16	IA interview transcript Damon Simmons SC_Richmond 048468-048478
12	17	IA video recorded interview Damon Simmons SC_Richmond 063175
13	18	IA interview transcript Andrew Buell SC_Richmond_047913-20
14	19	IA video recorded interview Andrew Buell SC_Richmond_063172
15	20	SCSO Memo dated June 13, 2019 SC_Richmond 049184-049185
16	21	Newspaper Article “Deputy fired for racist comment” SC_Richmond 049388-049391
17	22	Sheriff Video Termination of Thurman Richmond003715

1	23	SCSO Anti-retaliation policy SC_Richmond SC_Richmond 041885
2	24	SCSO Standards of Conduct Policy SC_Richmond 041525-041536
3	25	SCSO Discriminatory Harassment policy SC_Richmond 041494-041498
4	26	SCSO Code of Ethics and Vision Statement SC_Richmond 041349-041352
5	25	SCSO Organizational Structure and Responsibility policy SC_Richmond 039905-039907
6	26	NAACP News Article SCSO Culture Audit Richmond003704-003711
7	27	SCSO Culture Audit 2021 Richmond003697
8	28	Video Sheriff Town Hall Report Richmond003714
9	29	Thurman, Ellis and Bloomer picture Richmond001467
10	30	Thurman and SCSO Deputies off duty Richmond001485
11	31	Thurman and SCSO Deputies at bar Richmond002091
12	32	Richmond Commissioned Richmond002547
13	33	Richmond with Father Richmond002555
14	34	Richmond Deputy picture Richmond002550
15	35	Kullman flag picture Richmond002421
16	36	Richmond family picture Richmond002546
17	37	Richey text messages Richmond001452
18	38	Richmond grandmother picture – police graduation Richmond003716
19	39	Video tire slashing Richmond003717
20	40	Picture tire slashing Richmond003718

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1	41	SCSO Personnel Complaints Policy SCSO_Richmond_039549-57
2	42	2019-21 CBA SC_Richmond_049312-54
3	43	Notice of Disciplinary Action SC_Richmond_049197-202
4	44	Resignation letter SC_Richmond_049045
5	45	Safe Streets Task Force Recommendation SC_Richmond_49035-36
6	46	Chart of Economic Damages (Erik West) (dated 12/21/21- will update before trial)

LAY WITNESSES

11 **1. Plaintiff Andrew Richmond:**

12 Mr. Richmond may testify regarding topics covered in his deposition and
 13 declaration and discovery answers to Defendant, the facts underlying his claims,
 14 and his damages, his employment at the SCSO, including without limitation:
 15 interaction with employees and supervisors at the SCSO in relation to his legal
 16 claims of hostile work environment (“HWE”). Mr. Richmond will testify about
 17 the HWE he experienced while on duty as a deputy from his SCSO supervisor
 18 at the time, Jeffrey Thurman including but not limited to: unfavorable treatment
 19 he received compared to white deputies. Mr. Richmond will testify about Mr.
 20 Thurman engaging in racist conduct. Mr. Richmond will testify about the
 21 retaliation he received as the complaint of discrimination and racist conduct in
 22 the workplace, including but not limited to: involuntary transfer, shunning,
 23 ostracization, accusations of terminable misconduct i.e., domestic violence, sex
 24 on duty with SCSO employees and threatening to sue SCSO. Mr. Richmond may
 25 testify regarding his damages as they relate to the discriminatory and retaliatory
 26 mistreatment he received by SCSO.

27 **2. Katie Richmond:**

28 Mrs. Richmond is Mr. Richmond’s wife. She may testify regarding topics covered
 29 in her deposition and discovery answers to Defendant, her knowledge of

1 retaliation against Plaintiff, her knowledge of the discrimination and hostile work
2 experience suffered by Plaintiff, and Plaintiff's damages, including emotional
3 damages.

4

5 **3. Veronica Van Patten, SCSO Deputy:**

6 Deputy Van Patten may testify to her experiences as a SCSO officer, her
7 knowledge of Mr. Thurman's racist conduct, SCSO's culture, retaliation,
8 accusations against her and Mr. Richmond, topics covered in her deposition
9 discovery answers to Defendant, Mr. Richmond's damages, SCSO's policies and
10 practices including but not limited to chain of command at SCSO, the Valley and
11 Downtown Precincts, and Mr. Richmond's time as a SCSO employee.

12

13 **4. Damon Simmons, Chief of Liberty Lake Police Department**

14 Chief Simmons may testify regarding his experiences as a SCSO officer, policies
15 and practices at SCSO and police agencies, his employment at the SCSO,
16 including without limitation his knowledge of treatment to Plaintiff by SCSO
17 employees and supervisors, SCSO's blue wall of silence, SCSO's culture
18 (including of retaliation and discrimination), Plaintiff's damages, and Plaintiff's
19 disclosures to Chief Simmons.

20

21 **5. Brad Richmond, Chief of Police Airway Heights Police Department:**

22 Chief Richmond, Mr. Richmond's father, may testify regarding his experiences
23 at the SCSO, topics covered in his deposition, his employment at SCSO, his
24 knowledge of policies and practices at SCSO and other agencies, SCSO's blue
25 wall of silence, and knowledge of treatment to Plaintiff by SCSO employees and
26 supervisors at SCSO and SCSO's culture of retaliation for reporting misconduct
27 by deputies. Chief Richmond may testify (while he was employed at SCSO) to
28 his knowledge of SCSO's policies and practices regarding, including but not
29 limited to, internal affair ("IA") investigations, anti-retaliation, anti-
30 discrimination and SCSO chain of command. Chief Richmond may testify
31 regarding Plaintiff's damages.

1 **6. Timothy Hines:**

2
3 Mr. Hines, a former SCSO Sergeant, may testify regarding his experiences at the
4 SCSO, his knowledge of the blue wall of silence at SCSO, SCSO's culture
5 (including of retaliation), SCSO's policies and practices, and safety concerns for
6 deputies that report misconduct. Mr. Hines may testify (while he was employed
7 at SCSO) to his knowledge of SCSO's policies and practices regarding, including
8 but not limited to, IA investigations that he conducted, retaliation, discrimination
9 and chain of command at SCSO. Mr. Hines may testify regarding his
10 investigation into Mr. Richmond's allegations to Internal Affairs.

11 **7. SCSO Sergeant Andrew Buell:**

12
13 Sergeant Buell may testify to his experiences at SCSO, personal knowledge and
14 experiences with Mr. Thurman's racist conduct and knowledge of Mr.
15 Thurman's racist conduct before he was promoted to Sergeant as Plaintiff's
16 platoon supervisor, specifically Mr. Thurman's comment "Are you ready to kill
17 some [n-words] tonight or what?" reported to him by Plaintiff. Sergeant Buell
18 may testify regarding his knowledge of SCSO's policies and practices of reporting
19 discrimination and racism in the workplace as a Sergeant supervisor at SCSO.
20 Sergeant Buell may testify regarding his knowledge of Mr. Richmond's time as a
21 police officer at SCSO.

22 **8. SCSO Undersheriff John Nowels:**

23
24 Undersheriff Nowels may testify about Mr. Thurman's promotion to Sergeant.
25 Undersheriff Nowels may testify to his personal knowledge of Plaintiff's transfer
26 to the Downtown Spokane Precinct at SCSO in 2019. Undersheriff Nowels may
27 testify about the retaliation Plaintiff received for reporting Mr. Thurman's
28 discrimination and racist conduct, including but not limited to: involuntary
29 transfer, accusations of terminable misconduct and domestic violence, and
30 accusations of sex on duty with SCSO employees. Undersheriff Nowels may
31 testify regarding his knowledge of SCSO's policies and practices of reporting and
 investigating discrimination and retaliation in the workplace as an Undersheriff

1 (commander) at SCSO. Undersheriff Nowels may testify regarding Thurman's
2 history at the SCSO.

3

4 **9. SCSO Undersheriff David Ellis:**

5 Undersheriff Ellis may testify to his experiences at the SCSO, his personal
6 knowledge of Mr. Thurman's racist conduct, his relationship with Mr. Thurman,
7 SCSO policies and practices, retaliation against Plaintiff, SCSO's policies and
8 practices of reporting and investigating discrimination and retaliation in the
9 workplace as an Undersheriff (commander) at SCSO.

10

11 **10. Sheriff Ozzie Knezovich:**

12 Sheriff Knezovich may testify about his experiences at the SCSO, including
13 without limitation his knowledge of Thurman's racist conduct, retaliation against
14 Plaintiff, Thurman's history at the SCSO. Sheriff Knezovich may testify
15 regarding his knowledge of SCSO's policies and practices of reporting and
16 investigating discrimination and retaliation in the workplace as a Sheriff
17 (commander) at SCSO.

18

19 **11. Matt Lyons:**

20 Mr. Lyons, a former SCSO inspector, may testify about his experiences at the
21 SCSO, including without limitation the Command Staff meeting that occurred
22 when Mr. Thurman was placed on administrative leave in 2019 where Matt Lyons
23 stated that Mr. Thurman's conduct was not an SCSO policy violation. Mr. Lyons
24 may testify to his personal knowledge of the retaliation Plaintiff received for
25 reporting Mr. Thurman's discrimination and racist conduct, including but not
26 limited to: accusations of terminable misconduct i.e., domestic violence, sex on
27 duty with SCSO employees and threatening to sue SCSO. Mr. Lyons may testify
28 to the Command Staff meeting that occurred shortly after Mr. Thurman was
29 terminated from SCSO and the discussion of rumors of terminable misconduct
30 spread throughout SCSO about Plaintiff. Mr. Lyons may testify regarding his
31 knowledge of SCSO's policies and practices of reporting and investigating

1 discrimination and retaliation in the workplace as a former member of Command
2 Staff at SCSO.

3
4 **12. Mark Werner:**

5 Mr. Werner, a former SCSO Undersheriff, may testify about his experiences at
6 the SCSO, including without limitation the Command Staff meeting that
7 occurred when Mr. Thurman was placed on administrative leave in 2019 where
8 Matt Lyons stated that Mr. Thurman's use of the "n-word" was not an SCSO
9 policy violation. Mr. Werner may testify to his personal knowledge of the
10 retaliation Plaintiff received for reporting Mr. Thurman's discrimination and
11 racist conduct, including but not limited to: accusations of terminable
12 misconduct i.e., domestic violence, sex on duty with SCSO employees and
13 threatening to sue SCSO. Mr. Werner may testify to the Command Staff meeting
14 that occurred shortly after Mr. Thurman was terminated from SCSO and the
15 discussion of rumors of terminable misconduct spread throughout SCSO about
16 Plaintiff. Mr. Werner may testify regarding his knowledge of SCSO's policies and
17 practices of reporting and investigating discrimination and retaliation in the
18 workplace as a former member of the Command Staff at SCSO.

19 **13. Deputy Beau Vucinich:**

20 Deputy Vucinich may testify to topics covered in his deposition as well as his
21 experiences at the SCSO, including without limitation his interactions and
22 relationship with Thurman and his history as a police officer.

23
24 **14. SCSO Sergeant Randy Watts:**

25 Sergeant Watts may testify to topics covered in his deposition as well as his
26 experiences at the SCSO, including without limitation his knowledge of
27 Thurman's racist conduct and his experiences with Plaintiff, including
28 conversations with Plaintiff regarding Thurman—as well as his relationship with
29 Thurman.
30
31

1 **15. SCSO Deputy Tyler Kullman:**

2
3 Sergeant Watts may testify to topics covered in his deposition as well as his
4 experiences at the SCSO, including without limitation his knowledge of
5 Thurman's conduct and his experiences with Plaintiff, including conversations
6 with Plaintiff regarding Thurman, and retaliation against Plaintiff—as well as his
7 relationship with Thurman and his use of a confederate flag.

8 **16. SCSO Sergeant Pat Bloomer:**

9
10 Sergeant Bloomer may testify to topics covered in his deposition as well as his
11 experiences at the SCSO, including without limitation his knowledge of
12 Thurman's conduct and his experiences with Plaintiff, including conversations
13 with Plaintiff regarding Thurman, and retaliation against Plaintiff—as well as his
14 relationship with Thurman.

15 **17. Dr. Sharie Clarke, Vice President for Diversity and Senior Diversity**
16 **Officer at Eastern Washington University.**

17
18 Dr. Clarke may testify regarding the Cultural Audit of the Spokane County
19 Sheriff's Office, including without limitation the process of the audit and the
20 results of the audit.

21
22 **18. Michael Reid, Lead Auditor of Cultural Audit at SCSO.**

23
24 Mr. Reid may testify regarding the Cultural Audit of the Spokane County
25 Sheriff's Office, including without limitation the process of the audit and the
26 results of the audit.

27 **EXPERT WITNESSES**

28 **1. David T. Sweeney:**

29
30 Mr. Sweeney may testify relating to his qualifications and experience in law
31 enforcement employer relations, including but not limited to IA investigations

1 and policies and practices in law enforcement regarding anti-discrimination and
2 anti-retaliation. Mr. Sweeney may be called to testify regarding Defendant's
3 behavior towards the Plaintiff in relation to law enforcement industry standards
4 in IA investigations and policies and practices. Mr. Sweeney may also testify to
5 any other subjects or opinions referenced in his report and/or subsequent
6 deposition testimony, including reasonable inferences that may arise.

7 **2. Erick West, M.A.:**

8
9 Mr. West may testify relating to his qualifications and experience as a forensic
10 economist. Mr. West may be called to testify regarding Plaintiff's economic
11 damages related to the present case. Mr. West may also testify to any other
12 subjects or opinions referenced in his report and/or subsequent deposition
13 testimony, including reasonable inferences that may arise.

14 **3. Ira McMorris, MA, LMHC, CDP:**

15
16 Mr. McMorris is a treating provider of Plaintiff's and has been since June 2021.
17 Mr. McMorris may testify to Plaintiff's compounded mental health related to
18 his work environment at SCSO. Mr. McMorris may be called to testify the
19 negative impact on Plaintiff's psychological health related to SCSO's severe
20 mistreatment. the Plaintiff reserves the right to solicit testimony from Mr.
21 McMorris as to any matter within the realm of his expertise that is reasonably
22 related to the issues pending in this lawsuit. Mr. McMorris may also testify to any
23 other subjects or opinions referenced in his deposition testimony, including
24 reasonable inferences that may arise.

25 **RESERVATIONS**

26
27 Plaintiff reserves their right to amend this list as described above.

28
29
30 Dated this 5th day of August, 2022
31

s/ Heather C. Barden

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